

STG Diversity and Inclusion Policy

Diversity is the existence of many unique individuals in the workplace, marketplace and community. It includes men and women from different nations, cultures, ethnic groups, generations, backgrounds, skills, abilities and all the other unique differences that make each of us who we are.

An inclusive culture in STG's companies is a work environment where everyone has the opportunity to fully participate in creating business success and where each person is valued for his or her distinctive skills, experiences and perspectives.

STG and its subsidiaries embrace workforce diversity as a source of strength. This is not only about increasing visible differences in the workforce, but more importantly it is about the strategic advantage that emanates from incorporating a wide variety of capabilities, ideas and insight in our decision-making.

In brief, diversity matters. It influences organizational competitiveness because it leads to increased innovation, increased team performance and better problem solving abilities.

All employees in STG's companies should experience an open and unbiased culture in which the individual can use all of his/her skills and potential regardless of background and gender.

Gender Diversity

We want to create and secure an inclusive culture where diversity matters - commencing by putting gender diversity on the agenda. We want to reflect the local workforce in the countries in which we operate. This also applies for managerial positions where management has focus on ensuring stronger gender diversity in managerial positions. In the majority of subsidiaries and business areas this means increasing the number of women in managerial positions.

We want all our employees to experience that they have the same opportunities for career development and leadership positions no matter gender. We will ensure equal opportunities for men and women and strive for a better balance of men and women on all levels in the organizations.